

GARNER-HAYFIELD CSD/EA

Category	2005-2006	2006-2007	Increase	%
Salary	\$2,323,623	\$2,436,908	\$113,284	4.88%
Extra Duty	\$180,033	\$188,879	\$8,846	4.91%
FICA	\$191,530	\$200,873	\$9,343	4.88%
IPERS	\$143,960	\$150,983	\$7,022	4.88%
Insurance	\$545,132	\$548,806	\$3,674	0.67%
Life Ins	\$1,170	\$1,170	\$0	0.00%
Disability	\$7,511	\$7,877	\$366	4.88%

Total	\$3,392,959	\$3,535,495	\$142,536	4.20%
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AGREEMENT

between

GARNER-HAYFIELD COMMUNITY SCHOOL DISTRICT

and

GARNER-HAYFIELD EDUCATION ASSOCIATION

for

2006-2007

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ARTICLE 1: RECOGNITION

1.1 Unit

The Board hereby recognized the Garner-Hayfield Education Association, an affiliate of the Iowa State Education Association and the National Educational Association, as the certified, exclusive and sole bargaining representative for all personnel as set forth in the PERB certification instrument (Case No. 151) issued by the PERB on the 26th day of August, 1975. Whether under contract, either verbal or written, on leave, or on a per diem, hourly or class rate basis, employed or to be employed by the Board of Education of the Garner-Hayfield Community School district. Such representation shall cover all personnel assigned to newly created professional positions unless the parties agree in advance that such positions are principally supervisory or administrative.

The unit described in the above certification is as follows:

Included: Classroom teachers (K-12), librarians, school counselor, title 1 teachers, special education teachers, and school nurse.

Excluded: Superintendent, principals (elementary, junior high, and high school), clerical, maintenance, cafeteria personnel, transportation personnel, and all others excluded by Section 4 of the Act.

1.2 Definitions

- A. The term "Board," as used in this agreement, shall mean the Board of Education of the Garner-Hayfield Community School District.
- B. The term "Employee" as used in this agreement, shall mean all professional employees represented by this Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
- C. The term "Association" as used in this agreement, shall mean the Garner-Hayfield Education Association.
- D. "Seniority." Seniority is defined as the date the employee rendered services pursuant to a written contract and excluding substitute teaching. If two or more employees have the same seniority date, the relative order of seniority among them for purposes of the agreement shall be determined by drawing lots.

ARTICLE 2: LEAVES OF ABSENCE

2.1 Sick Leave

A. Accumulative Benefits

All employees shall be entitled to the number of sick leave days each school year as of the first official day of said school year whether or not they report for duty on that day. As per schedule, unused sick leave days shall accumulate from year to year with a maximum limit of one hundred twenty (120).

1st year of employment	10 days
2nd year of employment	11 days
3rd year of employment	12 days
4th year of employment	13 days
5th year of employment	14 days
6th year or subsequent years	15 days

In the event of a question of abuse concerning whether or not a particular employee was, in fact, sick the employer may require a doctor's certificate certifying that the employee was sick on the day claimed and this certificate shall be furnished at the employee's expense.

Each member of the bargaining unit will receive notification at checkout time at the termination of the school year, specifying the number of accumulated sick leave days carried into the school year.

Individuals recalled or reinstated under contract provisions shall have sick leave days reinstated at the same levels as prior to layoff.

B. Transfer of Sick Leave

Whenever the Board hires an employee who has an unused accumulation of sick leave days from his last employing school district, the Board shall grant additional sick leave credit in addition to the annual and accumulated sick leave provided in Section A of this Article as follows:

Sick leave for incoming teachers is allowed (10 days for up to 60 accumulated days in a previous school and 15 days if more than 60 days have been accumulated.)

C. Special Circumstances

The employer may agree that in the event of a catastrophic illness that the sick leave benefits may be extended by the approval of the board of directors.

D. A sick leave day may be divided into two (2) equal parts permitting an employee to take one-half day at a time.

2.2 Emergency Leave

Personal emergency leave may be granted under circumstances when needed as determined by the administration. There is no set number of days that may be taken. The intent of an emergency leave is to excuse an employee's absence due to a sudden and unplanned event. The leave is dependent upon the need and request of the person needing to take the leave. It is based on approval by the Superintendent or principal prior to the absence. This leave is not deducted from sick leave. The request shall be made in writing and written record will be maintained.

2.3 Jury and Legal

Employees who are called for jury service shall attempt to be excused from said duty. An employee called for jury service will notify the employer within twenty-four (24) hours after notice of call to jury duty and suitable proof of jury service pay must be presented to the employer. The employee will report to work within one (1) hour on any day when he/she is excused from jury duty during regular working hours. Jury pay shall be limited to a period not to exceed ten (10)

working days per year, and the employee will receive the difference between his/her pay as a juror and his/her regular rate of pay.

2.4 Bereavement

Up to four (4) working days of leave shall be granted to an employee in the event of death of an employee's spouse, child, or parent.

Up to three (3) working days of leave shall be granted to an employee in the event of death of an employee's son-in-law, daughter-in-law, father-in-law, mother-in-law, brother, sister, brother-in-law, sister-in-law, or grandparents. The employer, at its discretion, may grant additional time if in the employer's opinion additional time should be granted.

Up to one (1) working day of leave shall be granted to an employee in the event of death of a close personal friend or relative not listed above to be granted at the discretion of the employer.

2.5 Other Temporary Leaves of Absence

The employer, upon request, may grant employees temporary leaves of absence without pay. This decision shall be solely the employer's.

The leaves of absence under this Article shall not be charged against accumulated sick leave of employees.

2.6 Professional Leave

Each employee covered by this agreement may make application for professional leave, which application shall be made to the principal at least one (1) week in advance of the proposed leave. Such leaves shall be used for the purpose of:

- a. Visitation to view other instructional techniques or programs;
- b. Conferences, workshops, or seminars conducted by colleges, universities, or other educational institutions or organizations.

With prior approval, travel, meals, lodging, and registration fees shall be deemed appropriate expenses, as well as the cost of the substitute teacher needed to relieve the participant, all of which shall be paid by the board. The decision to grant such leave shall be in the discretion of the principal.

2.7 Personal Leave

Employees may be allowed two (2) days per year (no reason required to be given) to conduct activities that cannot be conducted outside the normal work day. Except in the case of an emergency situation, application for personal leave shall be made in writing at least three (3) school days prior to the requested leave date and must be submitted to the office of the building principal. Should a situation occur where it would not be possible to make application for prior approval, the necessity for securing prior approval shall be waived. However, the employee shall be expected to notify the Principal. Personal leave days shall not be recognized as the day immediately preceding or immediately following a legal holiday, or school vacation period, or school recess, or during the first or last week of the school year, or for religious reasons, or vacations. Exceptions to these limitations may be made by the Superintendent. The employee will pay \$30 (\$15 for a half-day) of the cost of the substitute for both days. The Board will pay the teacher \$80.00 for one unused Personal Leave Day at the end of the school year.

2.8 Association Leave

Two (2) delegates shall be granted a leave of absence of two (2) days each to attend the Iowa State Education Association Delegate Assembly. Association leave is not cumulative from one

contract year to the next. The cost of the substitute teacher or teachers will be paid by the employer for the first two days and by the Association for the last two days. At least two (2) workdays advance notice to the building Principal is required prior to the commencement of said leave.

2.9 Leave for Family Illnesses

In case of illness of an employee's spouse, child, or parent, a maximum of six (6) days per year shall be granted upon approval of the building Principal. These days will be deducted from the employee's sick leave.

ARTICLE 3: DUES DEDUCTION

3.1 Authorization

Any employee who is a member of the Association, or who has applied for membership, may sign and deliver to the Board's Secretary an assignment authorizing payroll deduction of professional dues. The form of the assignment shall be as set forth in Schedule A.

3.2 Regular Deduction

Pursuant to a deduction authorization, the Board's Secretary shall deduct one-twelfth (1/12) of total dues from the regular salary check of the employee each month for twelve (12) months, beginning in September and ending in August of the same year.

3.3 Duration

Such authorization shall continue in effect from year to year unless revoked in writing by a thirty (30) day notice to the Board's Secretary and to the Association's President.

3.4 Termination

Any employee who terminated employment prior to December shall provide verification to the Board's Secretary from the Association's President that dues are paid in full or that satisfactory arrangements have been made.

3.5 Transmission of Dues

The Board's Secretary shall transmit to the Association's Treasurer the total monthly deduction for professional dues within ten (10) school days following each regular pay period and a listing of the employees for whom deduction was made. It shall be the responsibility of the Association's Treasurer and/or Secretary to contact the Board's Secretary regarding the transmission of dues pursuant to Section B on dues deduction.

- 3.6 The Association agrees to indemnify and hold harmless the Board, each individual Board member, and all administrators against any and all claims, costs, suits, or other forms of liability and all court costs arising out of the application of the provisions in the Agreement between the parties for dues deductions.

ARTICLE 4: EMPLOYEE WORK YEAR

4.1 In-school Work Year

A. Regular Contract

The in-school work year for employees contracted on a nine month basis shall not exceed one hundred ninety-one (191) days.

B. Definition of In-School Work Year

The in-school work year shall include days when pupils are in attendance, orientation days, paid holidays, and any other days on which employee attendance is required.

4.2 Holidays

The regular and extended contract of employees shall include five (5) paid holidays. Such holidays shall include Labor Day, Thanksgiving, Christmas, New Year's, and Memorial Day. No employee shall be required to perform duties on any of the above holidays.

ARTICLE 5: EMPLOYMENT AND ASSIGNMENTS

5.1 Additional Assignments

Each year with the first day of workshop a teacher shall know his or her teaching assignments, except in cases of emergency. Any assignment in addition to the normal teaching schedule during the regular school year, including adult education, driver education, extra duties, and summer school courses, shall be with the consent of the most qualified senior employee requesting the additional assignment. If no one requests, the principal shall assign it to the most qualified junior teacher taking into consideration the work load of the teacher.

5.2 Preparation Time

A. High school and middle school (7th & 8th) employees shall have a minimum of one (1) period of preparation time per day.

B. Elementary (K-6) employees shall have a minimum of 40 minutes of preparation time daily. (The noon recess shall be included as part of this 40 minutes.)

ARTICLE 6: GRIEVANCE PROCEDURE

6.1 A grievance shall mean only a complaint that there has been an alleged violation, misinterpretation, or misapplication of any of the specific provision of the Agreement.

6.2 Every teacher covered by this Agreement and the Association shall have the right to present grievances in accordance with these procedures.

B. The failure of a teacher (or, in the event of an appeal to arbitration, the Association) to act on any grievance within the prescribed time limits will act as a bar to any further appeal and an administrator's failure to give a decision within the time limits shall permit the grievant to proceed to the next step. The time limits, however, may be extended by mutual agreement.

C. It is agreed that any investigation or other handling or processing of any grievance by the grieving teacher of the Association shall be conducted so as to result in minimal interference with or interruption of the instructional program and related work activities of the grieving teacher or of the teaching staff.

D. The Association's duly authorized representative may be present at any grievance hearing. The teacher or employer may have a representative present to represent them at any step of the grievance procedure.

6.3 A. First Step:

An attempt shall be made to resolve any grievance in informal, verbal discussion between complainant and his or her principal.

B. Second Step:

If the grievance cannot be resolved informally, the aggrieved teacher shall file the grievance in writing, and, at a mutually agreeable time, discuss the matter with the principal. The written grievance shall state the nature of the grievance, shall note the specific clause or clauses of the grievance, and shall state the remedy requested. The filing of the formal, written grievance at the second step must be within ten (10) school days from the date of occurrence of the event giving rise to the grievance. The principal shall make a decision on the grievance and communicate it in writing to the teacher and the Superintendent within ten (10) school days after receipt of the grievance.

C. Third Step:

In the event a grievance has not been satisfactorily resolved at the second step, the aggrieved teacher or the Association shall file, within ten (10) school days of the principal's written decision at the second step, a copy of the grievance with the Superintendent. Within ten (10) school days after such written grievance is filed, the aggrieved and Superintendent or his designee shall meet to resolve the grievance. The Superintendent or his designee shall file an answer within ten (10) school days of the third-step grievance meeting and communicate it in writing to the teacher, the principal and the duly authorized representative of the Association.

D. Fourth Step:

If the grievant is not resolved satisfactorily at Step 3, there shall be available a fourth step of impartial, finding arbitration. The Association may submit, in writing, a request on behalf of the Association and the grieving teacher to the Superintendent within thirty (30) days from receipt of the Step 3 answer to enter into such arbitration. The arbitration proceeding shall be conducted by an arbitrator to be selected by the two parties within ten (10) school days after said notice is given.

If the two parties fail to reach agreement on an arbitrator within ten (10) school days, the PERB will be requested to provide a panel of seven (7) arbitrators. Each of the two parties will alternately strike one name at a time from the panel until only one shall remain. The remaining name shall be the arbitrator. The decision of the arbitrator will be binding on the parties.

Expenses for the arbitrator's services shall be borne equally by the School District and the Association.

The arbitrator, in his opinion, shall not amend, modify, nullify, ignore, or add to the provisions of this Agreement. His authority shall be strictly limited to deciding only the

issue or issues presented to him in writing by the School district and the Association and his decision must be based solely and only upon his interpretation of the meaning or application of the express relevant language of the Agreement.

- 6.4 All documents, communications and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personnel file of any of the participants. Schedule D of this Agreement shall be used to file and record grievances.

ARTICLE 7: EVALUATION PROCEDURE

- 7.1 An employee will be formally and informally evaluated as the employer determines. (Informal observations are those which are made both inside and outside the classroom which pertain to the teacher's performance and effectiveness.) Teachers shall be notified of a formal evaluation a minimum of two (2) days prior to the Supervisor's visitation. Other visitations may occur unannounced.
- 7.2 Probationary teachers will be formally evaluated a minimum of one time per semester.
- Non probationary teachers will be evaluated a minimum of one time every three (3) years.
- 7.3 Within six (6) weeks after the beginning of each school year, the Employer will present and review the evaluation system used with new unit employees. All unit employees will be apprised of any changes made in the evaluation system. Evaluation instruments to be used for teacher evaluations are located in Schedule E of this contract.
- 7.4 Results of formal classroom observations, in addition to other information obtained through informal observations, will be utilized in preparation of the employee's formal evaluation summary. A personal conference will be held with each employee following the formal observation within ten (10) days or a mutually agreed upon time which might exceed ten (10) days at which time a copy of said summary will be provided to the employee.
- 7.5 In the event of an unsatisfactory evaluation, the evaluator shall place the employee on an Intensive Assistance program for improvement in addition to a follow-up evaluation. If the employee disagrees with the written evaluation, the employee may submit a written position which shall be attached to the file copy of the evaluation in request.
- The employee will be asked to sign the evaluation summary. Such signature acknowledges the employee's awareness of the evaluation summary and does not indicate agreement or disagreement.
- 7.6 All employees' evaluation are to be fair, accurate, and just. An employee who has been evaluated has the right to grieve, including the right to challenge said evaluation as unfair, unjust, or inaccurate through the grievance procedure set forth in this contract.
- 7.7 Professional Growth Plans: All staff members will utilize an Individual Career Development Plan each year in addition to their Performance Review every third year.

ARTICLE 8: STAFF REDUCTION

8.1 Layoffs

When, in the sole, exclusive, and final judgment of the Board of Education, decline in enrollment, reduction of program or any other reason requires reduction in staff among teachers, the Administration shall attempt to accomplish same by attrition. In the event necessary reduction in staff cannot be adequately accomplished by attrition given the necessity to hire and/or maintain the most competent and qualified staff available in the interests of perpetuating the highest quality education program possible, the Administration shall base its decision as to resulting contract renewals on the relative skill, ability, and competence of available teachers to do the available work. If a choice must be made between two or more teachers of equal skill, ability and competence to do the available work, contract renewals will be given to the teacher(s) with the greater full-time continuous length of service in the District.

8.2 Recall Rights

Any employee laid off shall have recall rights to the position from which he/she is laid off, or one in which they hold licensure for prior to the layoff within the following categories K-6 (maximum recall to one grade below and one grade above last placement, if kindergarten then given two grades up and if sixth grade then two grades down), 7-8 (recall could be made to grade 6), and 9-12 for which they were last serving within, for a period of two years from the 30th day of June of the school year when laid off. Employee must hold licensure for the total position vacant to be recalled.

8.3 Any employee re-employed by exercise of recall rights will be reinstated at the same salary, related benefits, and experience as if their last year of regular employment had been the year immediately prior to the year of re-employment (e.g., if at the time of layoff the employee was on Step 10, employee upon re-employment would proceed to Step 11).

8.4 Any employee who for reasons of staff reduction or realignment resigns upon request or is laid off for such reasons shall be accorded the recall rights provided by the Article unless specifically waived in writing by the employee. The Board shall annually provide the Association with a current list of those employees who currently retain such rights.

8.5 Notice of recall will be given by registered or certified mail to the last address furnished to the Board by the employee. A copy of such notice of recall will be furnished to the Association by personal delivery of ordinary mail.

ARTICLE 9: TRANSFER PROCEDURE - VOLUNTARY AND INVOLUNTARY

9.1 Definition

The movement of a teacher to a different assignment, grade level, subject area, or building shall be considered a transfer. This shall include the special education and Chapter I teachers.

9.2 Filing Requests

Teachers desiring a change in grade and/or subject assignment or who desire to transfer to another building may file a written statement of such desire with the Superintendent. Such statement shall include the grade and/or subject to which the employee desires to be assigned in order of preference. Such request for transfers and reassignments for the following year shall be submitted not later than March 1 or December 1 for the second semester.

9.3 Notification of Vacancies

A. Date

The Superintendent shall deliver to the Association President and post in each building a list of vacancies which occur during the school year and for the following school year upon knowledge of vacancies by the Superintendent.

B. Notice of Involuntary Transfer

The Superintendent shall notify the employee of his or her involuntary transfer within five (5) school days or ten (10) nonschool days of the employer's decision to make the involuntary transfer. Such notice shall set forth the reasons for the transfer. The Superintendent or designee shall meet with the employee if requested by the employee within (5) school days or ten (10) nonschool days after said notice to discuss the transfer.

C. Posting

As soon as practical, and no later than May 20, the Superintendent shall deliver to the Association President and post in each building a system-wide schedule showing the names of all employees who have been reassigned or transferred and the nature of such reassignment or transfer.

D. Seniority

Seniority shall be one of the factors, but not the only factor, considered in the determination of a transfer.

ARTICLE 10: INSURANCE

10.1 Types

The Board agrees to provide all employees the following insurance option protection for 12 consecutive months beginning on July 1, 1988:

Preferred Provider network identified by the Claims Administrator

Premium Payment

- A. The employer will pay for full-time employees 100 percent of the single hospitalization insurance premium; and, if applicable, 75 percent of the premium for family hospitalization. Part-time employees shall receive the same coverage and payment will be in the percentage as their part-time employment bears to a full-time employee.

General description of Coverage

- B. The plan covers an unlimited number of days for semi-private room and board, intensive care unit, cardiac care unit, and skilled nursing facility (which includes necessary service and supplies), operating rooms, delivery (for normal, C-section, miscarriage, false labor, and pre and post natal care), necessary x-ray and lab services, office visits, outpatient diagnostic x-ray and lab, accident care, prescribed medications, durable medical equipment, home health care by an RN (prescribed by a physician), inpatient physical, speech, inhalation or occupation therapy, air or ground ambulance, inpatient admissions of 30 aggregate days per member per year for drug addiction, alcoholism, or nervous and mental conditions.

The Preferred Provider option offers a higher level of payment when care is sought from a provider on the directory list. Those providers are reimbursed at 80/20 after the deductible. Care provided in a Preferred provider's office would be reimbursed at 100%, after a \$10.00 copay. Additionally, members receive benefits for one routine physical per member per year, immunizations, well newborn care, and well child exams up to 7 years.

This is a general description of coverage. All services must be medically necessary.

C. Worker's Compensation

The employer will provide workmen's compensation insurance for all employees as required by law.

D. Dental Insurance

The employer shall provide full-time employees with dental insurance coverage equal to or better than the Delta Dental insurance plan and will pay the single premium. If employees elect to have the family coverage, they will pay the difference between the family premium and the single premium. Part-time employees shall receive the same coverage and payment will be in the same percentage as their part-time employment bears to a full-time employee.

E. Long Term Disability Insurance

The employer shall provide full-time employees with a long term disability plan that will pay 60% of an employee's monthly gross, starting 60 calendar days following the identification of the disability. The coverage shall extend to age 65. The employer shall pay 100% of each employee's single benefit. Part-time employees shall receive the same coverage and payment will be in the same percentage as their part-time employment bears to a full-time employee.

F. Life Insurance

The employer shall provide full-time employees with a \$10,000 Life Insurance policy. The employer shall pay 100% of each employee's policy. Part-time employees shall receive the same coverage and payment will be in the same percentage as their part-time employment bears to a full-time employee.

10.2 Descriptions

The Board shall provide each employee upon request a description of the insurance coverage provided herein within ten (10) days of the beginning of the school year or date of employment, which shall include a clear description of conditions and limits of coverage as provided above. The Board will be responsible for providing insurance information in the form of applications and enrollment meetings.

10.3 Continuation

In the event that an employee, absent because of illness or injury, has exhausted sick leave accrual, the above-mentioned benefits shall continue throughout the balance of the school year.

Employees on nonpaid leave for one month or longer shall have the option to continue any or all of the Board paid programs by paying the premiums themselves to the Board

within thirty (30) days of the billing date.

10.4 Selection of Carrier

The Board shall make the decision concerning which insurance carriers will be employed to provide the coverage as provided in this Article. However, the Association may make recommendations to the Board concerning the selection of carriers.

ARTICLE 11: PHYSICALS

- 11.1 Each school employee shall file with the Board of Education at the beginning of said employee's service and at three-year intervals thereafter a written medical report of a physical examination by a licensed physician of the employee's choice certifying physical fitness for teaching and freedom from tuberculosis. Such medical report may be limited to a statement by the physician that the employee is physical qualified to perform teaching duties within the District. Such medical report shall be on file in the office of the Superintendent prior to the issuance of the first pay check. Upon presentation of the physician's bill, the Board will reimburse the employee for the cost of such examination to a maximum amount of \$40. The Board may require a subsequent examination when, in its judgment, such an examination is relevant to any employee's performance or status. The examining physician shall be selected by the employee and shall be acceptable to the Board, and any such examination required by the Board shall be paid for by the employee.

ARTICLE 12: WAGES AND SALARIES

12.1 Schedule

The salary of each employee covered by the regular salary schedule is set forth in Schedule B, which is attached hereto and made a part thereof.

12.2 Placement on Salary Schedule

- A. Adjustment to Salary Schedule. Each employee shall be placed on his/her proper step of the salary schedule as of the effective date of this Agreement and in accordance with the following paragraph.
- B. Credit for Experience. The Superintendent may grant credit for outside teaching experience.
- C. Initial Placement. The Superintendent may place new employees on the salary schedule up to the first step as determined by the Superintendent.

12.3 Advancement on Salary Schedule

- A. Increments.
 - 1. Vertical Advancement

Employees on the regular salary schedule shall be granted one (1) increment or vertical step on the schedule for each year of satisfactory service as determined by the employer until the maximum for their educational lane is reached. An employee will be allowed to make only one (1) vertical step advancement on the salary schedule per contract year. An employee must be employed a minimum of

90 days during the regular school year in order to be granted a maximum of a year's credit on the salary schedule. Employees working less than 90 days will remain on the same step unless the Superintendent grants the credit for an additional step. Employees who received a Phase I salary of \$18,000 shall receive a minimum increase equal to the vertical increment of said employee's appropriate educational lane.

2. Educational Lanes

Before an employee may move horizontally across the schedule, a transcript of credits or other evidence acceptable to the employer shall be presented as evidence to the Central Office showing that the necessary hours have been earned. Said transcripts are to be filed no later than thirty (30) days after the employee starts their employment of the current year, and the annual contract shall be adjusted accordingly.

In order to qualify for the BA+12 or BA+24 educational lane, the employee may earn graduate college hours in any area from an accredited college or university. In order to be placed in the BA+36/MA educational lanes, the hours beyond the BA+24 must be earned in the area of the employee's teaching assignment. More than one (1) horizontal step advancement per contract year can be permitted upon approval of the employer. An employee must be employed a minimum of 90 days during a regular school year in order to be granted a maximum of a year's credit on the salary schedule. Employees working less than 90 days will remain on the same step.

12.4 Method of Payment

A. Pay Periods

Each employee shall be paid in 12 equal installments on the 20th of each month. Employees shall receive their checks at their regular buildings and on regular school days unless otherwise designated by the teacher.

B. Exceptions

1. When a pay date falls on or during a school holiday, vacation, or weekend, employees shall receive their pay checks on the last previous work day.
2. Employees who are new in the teaching profession may at their option, elect to receive up to 50% of the first salary installment after completion of the first ten (10) workdays of employment. The balance of the contracted salary shall then be prorated over the remaining pay periods.

C. Summer Checks

Summer checks, other than for summer school teachers, shall be mailed to the address designated by the employee.

12.5 Extended Year Contract Rate

The salary schedule is based upon a 191-day work year. Any employee who is offered and accepts an assignment beyond the 191 days will be additionally compensated at a per diem rate of his/her contracted salary.

12.6 Payment of School Nurse

- A. The school nurse shall receive a salary increase equal to the total percentage increase of the bargaining unit.
- B. He/She shall receive the same benefit package as the rest of the bargaining unit.

12.7 Supplemental Pay

A. Admission to School Events

All employees will receive two passes to all school sponsored activities.

- B. Employees receiving payment for activities listed on Schedule C - Supplemental Pay shall have their payment figured from their established step* of the BA Salary lane.

* Step is established by years of experience supervising activities listed on Schedule C.

12.8 Phase III

- A. Employees shall be paid their per diem rate or the hourly equivalent for all work pursuant to the District's Phase III plan. The per diem rate is the teacher's regular salary including Phase I and II, divided by the number of contract days (191). The hourly equivalent shall be the per diem rate divided by 8 hours.
- B. Employees may agree to complete optional (not required by district) initiatives that are not part of the district's Phase III plan. These employees shall be paid at the rate that the initiative offers.

C. The District's Phase III plan shall include two (2) parts:

1. Curriculum Development
2. Staff Development

D. The Phase III program will be managed by the district's leadership team.

12.9 Phase I and Phase II are included in the salary. If at some future date the state chooses to discontinue their funding of the Phase I and II program the base will be rebuilt without these monies included.

12.95 Voluntary Early Retirement

The Board will have in place by 7-15-91 Board policy pertaining to the above.

ARTICLE 13: INSERVICE

13.1 An inservice education committee with employee representation shall be established for the purpose of making recommendations to the Board on the structure and content of the District's inservice training program. The committee shall consist of three administrators appointed by the Superintendent and three faculty members appointed by the Association. Appointments shall be made on an annual basis and shall be renewable. The membership of the committee should reflect the representative cross section of grade level and building components.

ARTICLE 14: MISCELLANEOUS

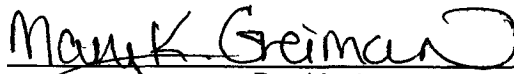
14.1 All mandatory subjects of bargaining, as defined by Section 20.9 of the Code of Iowa (1981), not covered by the terms of this Agreement shall be maintained at no less than the standards in effect at the time this Agreement is signed unless negotiated with the Garner-Hayfield Education Association.

ARTICLE 15: COMPLIANCE CLAUSES AND DURATION

- 15.1 This agreement will be in effect July 1, 2006, and shall continue in effect until June 30, 2008, except for Article 12-Wages and Salaries and Article 10-Insurance, and any one article selected by the Board and any one article selected by the Association, which shall be open for negotiations for the year July 1, 2007 -June 30, 2008.
- 15.2 Should any article, section, clause or provision of this agreement be declared illegal by a court of competent jurisdiction, then that article, section, clause or provision shall be deleted from this agreement to the extent that it violates the law, and the Board and the Association shall enter into negotiations concerning said provision at the call of either party. The remaining articles, sections, and clauses shall remain in full force and effect.
- 15.3 Whenever any notice is required to be given by either of the parties to this agreement, either party shall do so in writing to the following designated individuals:
- A. If by the Association to the Board, through the Secretary of the Board.
 - B. If by the Board to the Association, through the President of the Association.



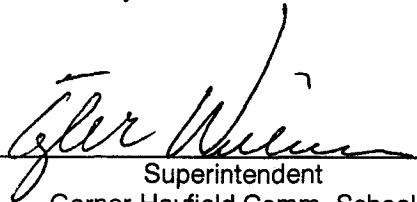
Chief Negotiator
Garner-Hayfield Education Association



President
Garner-Hayfield Board of Education



President
Garner-Hayfield Education Association



Superintendent
Garner-Hayfield Comm. Schools

SCHEDULE A
PAYROLL DEDUCTION AUTHORIZATION
FOR LOCAL DISTRICT BUSINESS OFFICE

I, _____, hereby authorize and request the
Garner-Hayfield Community School District to deduct from my salary in twelve equal monthly installments
beginning in September of each year the following:

Current Dues for the Iowa State Education Association monthly deduction: \$ _____

Total deduction for the year: \$ _____

All payments are to be made to I.S.E.A., 4025 Tonwanda Drive, Des Moines, IA 50312.

This authorization and request is to remain in effect as long as I am a school teacher in this
school jurisdiction, or until I cancel it by written notice to the Superintendent of School or the School
Secretary.

(Date)

(Signature)

(School)

		Schedule B				
GARNER-HAYFIELD COMMUNITY SCHOOLS						
SALARY SCHEDULE 2006-2007						
BASE	23855		STARTING SALARY \$24,000			
STEP	"B.A.	B.A.+12	B.A.+24	BA36/MA	M.A.+12	M.A.+24
	0	0	0	0	0	0
1	1.03	1.07	1.11	1.16	1.2	1.24
	24570.65	25524.85	26479.05	27671.8	28626	29580.2
2	1.06	1.1	1.14	1.2	1.24	1.28
	25286.3	26240.5	27194.7	28626	29580.2	30534.4
3	1.1	1.14	1.18	1.24	1.28	1.32
	26240.5	27194.7	28148.9	29580.2	30534.4	31488.6
4	1.14	1.18	1.22	1.28	1.32	1.36
	27194.7	28148.9	29103.1	30534.4	31488.6	32442.8
5	1.18	1.22	1.26	1.32	1.36	1.4
	28148.9	29103.1	30057.3	31488.6	32442.8	33397
6	1.22	1.26	1.3	1.36	1.4	1.44
	29103.1	30057.3	31011.5	32442.8	33397	34351.2
7	1.26	1.3	1.35	1.4	1.45	1.49
	30057.3	31011.5	32204.25	33397	34589.75	35543.95
8	1.31	1.35	1.4	1.45	1.5	1.54
	31250.05	32204.25	33397	34589.75	35782.5	36736.7
9	1.36	1.4	1.45	1.5	1.55	1.59
	32442.8	33397	34589.75	35782.5	36975.25	37929.45
10	1.41	1.45	1.5	1.55	1.6	1.64
	33635.55	34589.75	35782.5	36975.25	38168	39122.2
11	1.46	1.5	1.55	1.6	1.65	1.69
	34828.3	35782.5	36975.25	38168	39360.75	40314.95
12	1.51	1.55	1.6	1.65	1.7	1.74
	36021.05	36975.25	38168	39360.75	40553.5	41507.7
13	1.56	1.6	1.65	1.7	1.75	1.79
	37213.8	38168	39360.75	40553.5	41746.25	42700.45
14		1.65	1.7	1.75	1.8	1.84
		39360.75	40553.5	41746.25	42939	43893.2
15				1.8	1.85	1.89
				42939	44131.75	45085.95

SCHEDULE C

Percentage of BA Base	Activity
8	Annual
13	Activities Director, 9-12 (Less 1%/Head Coaching Position)
6	Activities Director, 7-8 (Less 1%/Head Coaching Position)
7	Baseball, Fresh/Soph
7	Baseball, Assistant Varsity
12	Baseball, Head Coach
5	Basketball, Seventh Grade Boys Coach
5	Basketball, Eighth Grade Boys Coach
5	Basketball, Seventh Grade Girls Coach
5	Basketball, Eighth Grade Girls Coach
8	Basketball, Asst. Boys Coach
8	Basketball, Asst. Girls Coach
7	Basketball, Fresh/Soph Boys Coach
7	Basketball, Fresh/Soph Girls Coach
12	Basketball, Head Boys Coach
12	Basketball, Head Girls Coach
4	Cheerleading, 2 Varsity Squads
3	Cheerleading, Middle School
5	Cheerleading, 3 Squads & Pep Club
2	Class Sponsor, Freshman
4	Class Sponsor, Junior
3	Class Sponsor, Senior
4	Class Sponsor, Sophomore
8	Contest Speech
4	Contest Speech Asst.
9	Cross Country Coach
4	Drama, Fall
4	Drama, Spring
3	Drama, Asst.
4	Elementary Music
5	Flag and Rifle Squad
5	Football, Seventh Grade Coach
5	Football, Eighth Grade Coach
9	Football, Asst. Coach
13	Football, Head Coach
2	Family, Career, and Community Leaders of America (FCCLA)
9	Golf Coach
2	Instrumental Music Director for Musicals
7	Instrumental Music, 5-8
11	Instrumental Music, High School
3	National Honor Society
2	Newspaper
12.50	per event. Pep Bus Chaperones/Selling & Taking of Tickets
2	Que Pasa Sponsor
7	Softball, Asst. Varsity Coach
7	Softball, Fresh/Soph
5	Softball, Fall, Seventh Grade Coach
5	Softball, Fall, Eighth Grade Coach
12	Softball, Head Coach
3	Student Council, High School
3	Student Council, Middle School
22	Technology Coordinator
6	Track, Asst. Boys Coach
6	Track, Asst. Girls Coach
9	Track, Head Boys Coach
9	Track, Head Girls Coach
5	Track, Middle School Boys Coach
5	Track, Middle School Girls Coach
2	Vocal Music Director for Musicals
11	Vocal Music, High School

2	.....	Vocal Music, Middle School
5	.....	Volleyball, Seventh Grade Coach
5	.....	Volleyball, Eighth Grade Coach
7	.....	Volleyball, Asst. Coach
12	.....	Volleyball, Head Coach
4	.....	Volleyball, Practice Coach
9	.....	Wrestling, Asst. Coach
13	.....	Wrestling, Head Coach
5	.....	Wrestling, Middle School Coach
5	.....	12 Month Fitness Coach

SCHEDULE D
GARNER-HAYFIELD COMMUNITY SCHOOLS
GRIEVANCE REPORT

Distribution of form

1. Association
2. Employee
3. Appropriate Supervisor
4. Superintendent

Date Filed

Building _____

Name of Aggrieved Person _____

STEP II

A. Date Violation Occurred _____

B. Section(s) of Contract Violated _____

C. Statement of Grievance _____

D. Relief Sought _____

Signature

Date

E. Disposition by Principal or Immediate Supervisor _____

Signature

Date

STEP III

A. _____
Signature if Aggrieved Person Date Received by Superintendent

B. Disposition by Superintendent or Designee _____

Signature of Superintendent or Designee

Date

STEP IV

A. _____
Signature of Aggrieved Person Signature of Association President

B. _____
Date Submitted to Arbitration Date Received by Arbitrator

C. Disposition and Award of Arbitrator _____

Signature of Arbitrator

Date of Decision